



DEPARTMENT OF THE NAVY
CARRIER AIRBORNE EARLY WARNING SQUADRON 120
1027 BELLINGER BLVD.
NAVAL STATION NORFOLK, VIRGINIA 23511-2216

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20 Feb 20

MEMORANDUM

From: Commanding Officer, Airborne Command & Control Squadron ONE TWO ZERO
To: All Hands

Subj: FRATERNIZATION POLICY STATEMENT

1. It is a Command-wide obligation to prevent fraternization. Each manager and supervisor – both military and civilian – is expected to fully support all aspects of this policy, and all members of this Command are responsible for conducting themselves in a professional manner consistent with the Department of the Navy fraternization policy. The potential erosion of respect for the authority and leadership position of a senior in grade or rank can have an enormously negative effect on good order and discipline and seriously undermine VAW-120's effectiveness. Therefore, prohibition of fraternization serves a valid, mission essential purpose.
2. Fraternization describes personal relationships which contravene the customary bounds of acceptable senior-subordinate relationships. These relationships are personal or unduly familiar (examples include: dating, shared living accommodations, intimate or sexual relations, commercial solicitations, private business partnerships, gambling, and borrowing money) and are prejudicial to good order and discipline (examples include: calls into question a senior's objectivity, results in actual or apparent preferential treatment, undermines the authority of a senior, and compromises the Chain of Command). These relationships are also gender-neutral. Additionally, the responsibility for preventing inappropriate relationships rests primarily on the senior. Although it has most commonly been applied to officer-enlisted relationships, fraternization also includes improper relationships and social interaction between officer members as well as between enlisted members, regardless of the service affiliation of the other officer or enlisted member, including members of foreign military services.
3. It is VAW-120 policy that personal relationships between officer members or between enlisted members that are unduly familiar, and that do not respect differences in grade or rank, and that are prejudicial to good order and discipline or of a nature that bring discredit to the naval service are prohibited.
4. I expect all VAW-120 personnel to comply with this policy and be afforded the opportunity to develop and progress without regard to prohibited personal relationships. I do not condone fraternization and shall fully investigate every allegation of its alleged occurrence.


A. P. RYBAR